



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – January 4, 2022
DATE: December 16, 2021

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6; the Tacoma Police Management Association, Local 26, and the Professional Public Safety Management Association.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications contained within the collective bargaining agreements, and other related documents, as negotiated with the Tacoma Police Union, Local 6; the Tacoma Police Management Association, Local 26; and the Professional Public Safety Management Association.

Resolution 40887, adopted December 14, 2021, provides for the implementation of provisions of the agreement with the Tacoma Police Union, Local 6. Resolution 40888, adopted December 14, 2021, provides for the implementation of provisions of the agreement with the Tacoma Police Management Association, Local 26. Wages for Local 6 classifications will increase by 6.1 percent retroactive to January 1, 2021; and increase by 7.1 percent effective January 1, 2022. Wages for Local 26 and Professional Public Safety Management Association are indexed pursuant to the language in their collective bargaining agreements, and the classifications they supervise.

The ordinance will also amend Section 1.12.115, to provide for an increase to the deferred compensation match for Local 6 employees, up to \$211 per pay period; and a change and increase from an employer match of \$217 per pay period to an employer contribution of \$238 for Local 26 employees. It also amends Section 1.12.229 to provide an increase for Local 26 employees to the monthly employer contribution to VEBA from \$125 to \$250 per month.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Human Resources recommends approval of the ordinance. An ordinance is necessary to provide for changes to rates of pay and other compensation changes for represented classifications pursuant to the collective bargaining agreements with the Tacoma Police Union, Local 6; the Tacoma Police Management Association, Local 26 and the Professional Public Safety Management Association.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.